

1999 Executive Compensation Report for Major HCSCs & HMOs					
	1999	1998	1997	1996	1995
Aetna U.S. Health Plans/Washington *					
President, Thomas Williams**	\$42,502	\$435,281	\$384,381	\$216,000	\$160,000
Director, Henry Keaton**	\$28,053	\$318,977	\$136,845	\$100,100	-----
Senior Medical Dir., Howard Arkans**	\$20,999	\$218,516	\$181,769	\$128,000	\$138,000
Assistant Secretary, Deborah Teague**	\$34,389	\$218,170	-----	-----	-----
CEO, Timothy Nolan**	\$12,039	\$180,050	\$120,813	\$98,400	\$82,000
<i>* Prior to 1998 NYLCare, **1999 report does not include compensation by out-of-state entities</i>					
Community Health Plan/Washington					
CEO, Dennis Braddock	\$171,348	\$181,780	\$132,865	\$132,576	-----
CFO/COO, Cassandra Ann Undlin	\$155,620	\$140,919	\$96,031	-----	-----
Chief Medical Dir., Melicent Whinston	\$143,418	\$132,549	\$130,857	\$125,042	-----
Director/Network, Castillo	\$89,478	\$87,379	-----	-----	-----
Director/Finance, Julie Shoji	\$77,641	-----	-----	-----	-----
Group Health Cooperative/Group Health Northwest/Virginia Mason/Options*					
CEO, Cheryl Marie Scott	\$340,147	\$282,554	\$259,581	\$242,255	-----
Vice President, Patricia Kennedy-Scott	\$254,102	\$260,113	\$217,319	\$248,410	-----
Vice President, John R. Long	\$252,819	\$250,730	\$223,879	\$241,228	-----
VP/Network, Scott Armstrong	\$245,679	\$241,448	\$158,211	\$146,211	-----
VP/Quality & Systems, Dorothy Teeter	\$202,759	\$162,595	\$148,281	\$102,616	-----
Treasurer/CFO, James Truess	\$211,413	\$162,000	\$122,611	-----	-----
VP Marketing, Maureen McLaughlin	\$195,267	\$122,300	-----	-----	-----
VP Human Resources, Brenda Tolbert	\$181,295	\$121,188	\$167,552	-----	-----
VP General Counsel, Rick Woods	\$180,797	\$140,000	\$131,359	-----	-----
<i>*Some GHC executives also serve as officers with subsidiaries Options and Virginia Mason/Group Health Alliance</i>					

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Kaiser Foundation Health Plan of NW					
Regional President, Barbara West	\$204,780	-----	-----	-----	-----
President, Kathryn Paul	\$93,254*	\$29,632**	-----	-----	-----
CRNA, Manuel Arguello	\$160,007	\$122,633	-----	-----	-----
CRNA, Cherylene Kuhn	\$152,390	\$151,026	\$141,723	-----	-----
Medicare Sales Mgr., Thomas Hussey	\$158,052	-----	-----	-----	-----
VP Marketing, Denise Honzel	\$151,045	-----	-----	-----	-----
Exec. Dir. Marketing, Wade Overgaard	\$191,793	\$177,167	\$163,549	-----	-----
<i>*11 months of 1999 **Dec. 98</i>					
Kitsap Physicians Service					
*CEO	-----	\$177,006	\$168,922	\$175,475	\$159,457
*Medical Director	-----	\$171,032	\$161,943	\$156,842	\$153,896
*VP Operations	-----	\$115,779	\$112,856	\$97,231	\$83,946
*VP Finance	-----	\$89,506	\$79,318	\$80,750	\$93,810
*Counsel	-----	\$86,142	-----	\$76,004	\$55,250
<i>*The executive officers at KPS Health Plans were terminated in Sept. 1999 after the carrier entered receivership by order of Thurston County Superior Court.</i>					
Northwest Wash. Medical Bureau (formerly Whatcom & Skagit Medical)					
CEO, James Wells*	\$60,528	\$218,036	\$116,684	\$102,924	\$98,028
CEO, Karen Jane Larson**	\$191,052	\$174,538	\$171,490	\$751,154	\$152,250
Former Chief Info Officer, Clinton Bell	\$42,551	\$117,307	\$107,560	\$94,848	\$91,658
CFO, Bela Biro	\$128,526	\$116,327	-----	-----	-----
COO, Richard Prentice	\$152,162	\$107,918	\$104,116	\$72,468	-----
<i>*Oct.-Dec. 1999 **Resigned in 1999</i>					

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PacifiCare of Washington					
CEO, Chris Wing*	\$637,456	\$419,154	\$383,041	\$59,782	\$271,926
VP Provider Relations	\$169,828	\$100,288	\$120,585	\$149,709	\$103,500
CFO, Don Costa	\$176,845	\$134,976	\$134,636	\$90,159	\$121,000
Medical Director	\$259,000	\$228,036	\$154,911	\$170,406	\$147,270
Medical Director	\$178,151	\$101,766	-----	-----	-----
<i>*Does not include compensation listed by PacifiCare of Oregon</i>					
PacifiCare of Oregon					
CEO, Debbie Origer-Bauroth	\$296,485*	\$208,848	\$377,659	\$263,401	\$270,142
CEO, Chris Wing	\$212,485**	-----	-----	-----	-----
Director of Sales, David McNichols	\$203,271	\$161,854	\$326,069	\$334,548	\$368,980
Medical Director, Margie Rowland	\$283,381	\$147,764	\$138,811	\$135,930	\$137,588
CFO, Don Costa	\$176,845	\$146,527	\$134,636	\$90,159	\$141,934
<i>*Jan. 1, 1999-Dec. 31, 1999 **Oct. 1, 1999-Dec. 31, 1999</i>					
Premiera Blue Cross (Formerly Blue Cross WA and MSC of Eastern Wash.)					
CEO, Betty Woods	\$736,650	\$458,270	\$511,076	\$481,914	\$742,111
Exec. VP/COO, Herbert Barlow	\$467,163	\$365,108	\$259,971	-----	-----
Exec. VP/Gen. Counsel, Yoram Milo	\$499,625	\$364,446	\$295,777	\$209,929	-----
Exec.VP/Chief Actuary, Andrew Wang	\$363,587	\$323,222	\$217,565	-----	-----
Exec. VP, Meredith W. Mathews	\$437,164	\$237,892	\$209,648	\$175,089	-----
Senior VP, Brian Ancell	\$316,514	\$173,957	\$155,550	-----	-----
Senior VP, Corbin Butler	\$309,950	\$223,623	\$46,048	-----	-----

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Premera Blue Cross (Con't)					
CFO/Treasurer, Kent Marquardt	\$300,717	\$72,485	-----	-----	-----
Senior VP, Alfred Anderson	\$268,169	\$232,968	\$175,085	-----	-----
Senior VP, Sri Sagadevan	\$261,707	\$60,085	-----	-----	-----
<i>*Includes compensation as executives of Premera subsidiary Health Plus.</i>					
Qual-Med Washington Health Plan					
President/CEO, Christopher duLaney	\$166,401	\$147,310	\$167,827	\$236,686	\$160,478
Senior Medical Director, Art Sprenkle	\$107,885	\$148,734	\$127,106	-----	-----
Medical Director, Maria Yurasek	\$103,418	\$74,648	-----	-----	-----
Director of Finance, Dale Ahlskog	\$93,037	\$79,782	\$71,173	-----	-----
Providence Health Plan					
CEO, Gregory Van Pelt	\$255,389	\$244,404	\$329,284	-----	-----
Executive Dir., Jack Friedman	\$173,341	\$178,406	\$217,689	-----	-----
Asst. Administrator, Janice James	\$162,094	\$136,757	\$167,447	-----	-----
Chief Medical Officer, Richard Rylling	\$138,910	\$130,428	\$159,986	-----	-----
Reg. Dir. of Operations, Alison Schrupp	\$127,505	\$69,569	-----	-----	-----
REGENCE GROUP					
Regence BlueShield					
CEO, Richard D. Nelson*	\$599,850	\$587,949	\$489,487	\$443,662	-----
General Counsel/VP, John Pierce*	\$244,397	\$268,297	\$247,783	\$238,951	\$170,945
Executive VP, Richard Thomas	\$258,555	\$267,499	\$248,665	\$388,969	\$356,571
VP Boeing, Mary McWilliams	\$285,793	\$245,169	\$543,267	\$170,276	\$160,500
COO/Tacoma, John Holterman	\$211,011	\$228,313	\$217,601	\$182,407	\$177,684
Senior VP External Svcs, John Carlson	\$218,492	\$130,606	-----	-----	-----

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Regence BlueShield Con't					
Medical Director, Mark Soller	\$198,521	\$216,804	\$184,387	-----	-----
VP Marketing, Martin Andrews	\$206,492	\$192,018	\$182,495	-----	-----
VP Region 1, James Vance	\$184,702	\$198,004	\$179,124	-----	-----
VP Healthcare Svcs., Jeff Robertson	\$200,866	-----	-----	-----	-----
RegenceCare, Bryan Heinrich	\$119,911	\$181,012	\$164,078	-----	-----
<i>* includes compensation listed by Regence subsidiaries Regence NW Health and Regence Care</i>					
Regence Blue Cross/Blue Shield of Oregon					
CEO, Donald Sacco*	\$380,141	\$351,237	\$253,132	\$163,648	\$365,155
VP/Medicare NW, James Verdick	\$154,091	\$149,202	\$115,165	\$124,360	\$123,785
SVP/Klamath Oper., Timothy Bailey	\$154,221	-----	-----	-----	-----
SVP/Healthcare Svcs., John McMullan	\$165,798	\$101,851	-----	-----	\$97,160
SVP/External Affairs, Randal Cline	\$144,443	\$130,911	\$101,034	\$120,866	\$123,614
United HealthCare of Washington					
CEO, Emery Dameron*	\$13,045	\$269,889	-----	-----	-----
Director, Richard Migliori*	\$81,134	-----	-----	-----	-----
Officer, Kathleen Lynaugh*	\$8,548	-----	-----	-----	-----
<i>* 1999 report does not include compensation by out-of-state entities.</i>					

April 2000